

# Request for Council Action

Originator Human Resources	Item <b>City Manager's Employment Agreement</b>
Agenda Section	Date 8/1/2016
Description	

State statute allows for the City Council to meet in closed session to conduct the City Manager's annual performance evaluation, but requires that the results of the evaluation be summarized at the next open meeting. Therefore, the Council is asked to publicly disclose the following information regarding the review and then take action on the City Manager's Employment Agreement.

### Results of Performance Evaluation

*On July 25, 2016, the Bloomington City Council met in closed session to conduct a performance evaluation of City Manager Jamie Verbrugge. Verbrugge, who has held the position for 18 months, was evaluated on four categories: Important Skills & Attributes for a City Manager, Relationship with the City Council, Organizational Management and City Leadership. The evaluation results showed that he is more than meeting expectations in each category. The Council specifically commended Mr. Verbrugge for the work he has done to get to know Bloomington and build strong relationships with key partners and stakeholders. As a result of the evaluation, the Council has directed the City's Human Resources Director to prepare an extension of his employment agreement for an additional two-years, running August 1, 2016 – July 31, 2018.*

### Employment Agreement

The attached Employment Agreement covers the time period of August 1, 2016 through July 31, 2018. It does not provide any increase in total compensation, but does shift from a combination of salary and car allowance to just salary. So instead of a \$165,000 salary and a \$500 per month car allowance as provided for in the current contract, the new contract provides for a \$169,870 salary and no car allowance. The City Manager's compensation is currently up against the state salary cap, but the contract language would allow for the Council to approve a mid-contract salary increase if that salary cap is raised in the future. As indicated by the red-lined version, the proposed Employment Agreement closely mirrors the Manager's existing Employment Agreement. However language that is no longer applicable, such as start date, initial leave balances, etc., has been removed.

### Requested Action

The Council is asked to authorize the Mayor to sign the attached City Manager's Employment Agreement on behalf of the City.

### Attachments:

City Manager Employment Agreement (August 1, 2016 - July 31, 2018) -- redlined  
City Manager Employment Agreement (August 1, 2016 - July 31, 2018) -- clean copy